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State of Minnesota  
HOUSE OF REPRESENTATIVES  
NINETY-FOURTH SESSION  
H. F. No. 170

01/22/2025 Authored by Robbins and Anderson, P. E.,  
The bill was read for the first time and referred to the Committee on Workforce, Labor, and Economic Development Finance and Policy

1.1 A bill for an act

1.2 relating to employment; modifying definition of employee for purposes of earned

1.3 sick and safe time; amending Minnesota Statutes 2024, section 181.9445,

1.4 subdivision 5.

1.5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.6 Section 1. Minnesota Statutes 2024, section 181.9445, subdivision 5, is amended to read:

1.7 Subd. 5. **Employee.** "Employee" means any person who is employed by an employer,

1.8 including temporary and part-time employees, who is anticipated by the employer to perform

1.9 work for at least 80 hours in a year for that employer in Minnesota. Employee does not

1.10 include:

1.11 (1) an independent contractor;

1.12 (2) an individual who is a volunteer firefighter or paid on-call firefighter, with a

1.13 department charged with the prevention or suppression of fires within the boundaries of the

1.14 state; is a volunteer ambulance attendant as defined in section 144E.001, subdivision 15;

1.15 or is an ambulance service personnel as defined in section 144E.001, subdivision 3a, who

1.16 serves in a paid on-call position;

1.17 (3) a person appointed to serve on a board or commission of a governmental subdivision

1.18 or an instrumentality thereof;

1.19 ~~(3)~~ (4) an individual who is an elected official or a person who is appointed to fill a

1.20 vacancy in an elected office as part of a legislative or governing body of Minnesota or a

1.21 political subdivision; or

- 2.1        ~~(4)~~ (5) an individual employed by a farmer, family farm, or a family farm corporation
- 2.2        to provide physical labor on or management of a farm if the farmer, family farm, or family
- 2.3        farm corporation employs the individual to perform work for 28 days or less each year.